

Recommendation to Hire a Diversity, Equity, and Inclusion (DEI) Specialist

Requires RASEC committee action with council support

Hire a DEI specialist to do training for the Town Council, RASEC members, and all interested town residents on how to recognize racist and inappropriate behaviors, receive feedback constructively, call it out without shaming, and use that knowledge to create inclusive change.

Importance

This recommendation furthers the promise in the Washington Grove Resolution, Acknowledging Washington Grove's Racially Exclusionary Past and Committing to an Equitable and Inclusive Future to:

- Welcome all people; recognize the rights of individuals to live with dignity, free from discrimination based not only on race, but also on national origin, sexual orientation, gender identity, disability, religion, spirituality or belief, and immigration status
- Value inclusion, equity, and justice
- Unequivocally condemn racism and bigotry, whether in rhetoric or in action
- Envision a Town that fosters diversity, equity, and inclusion
- Take steps that undo the effects of systemic racism, bias, discrimination, and inequities, which impact the quality of life, liberty, and the pursuit of happiness for Town residents and our neighbors
- Commit to further engage in individual and collective work to understand bias
- Further address any policies or practices that may have the effect of being racially biased or harmful, and foster an unbiased and inclusive environment free of discrimination and harassment toward any person or group

Purpose

To provide Town Council members, RASEC members, and interested town residents with the knowledge needed to expand their sensitivity and understanding of DEI issues to:

- Identify and stop inappropriate actions/behaviors
- Call out racist and/or exclusionary actions/behaviors in a way that promotes understanding and partnership
- Learn how to accept feedback related to racist and/or exclusionary actions/behaviors
- Use that knowledge to create inclusive actions for and within the town

Suggested Actions

- RASEC to select and fund a DEI consultant
- Town Council members and RASEC members to take the initial training

- Make training available to all interested town residents following the Town Council member participation example and support
- Work with DEI consultant to create a written guide to be published on the Town website
- Town Council to consider adding a requirement for service for future Town Council members that they have completed this training

To gain a deeper understanding of the Town's commitment, please review the approved [Town Resolution](#).